

# Implementation Year 3: Grades 9-12 Principal<sup>1</sup>

## Student Academic Progress

| Student Academic Progress Data | Category               | Point Value | School Level Data   | Point Value | Point Determination   |
|--------------------------------|------------------------|-------------|---|-------------|---|
| 40 Points<br>(33% of total)    | Achievement            | 8           | Achievement Goal(s)   | 4           | 4 points: Complete Attainment<br>3 points: High Attainment<br>2 points: Moderate Attainment<br>1 point: Minimal Attainment  |
|                                |                        |             | Percent Passing AIMS & AIMS A <sup>2</sup>                    | 2           | 2 points: ≥84%<br>1 point: 44%-83%<br>0 points: <44%  |
|                                |                        |             | ELL Reclassification <sup>2</sup>                             | 2           | 2 points: Met all criteria below<br><ul style="list-style-type: none"> <li>• 95% tested</li> <li>• 10 or more ELL students</li> <li>• ≥23% reclassified FAY students</li> </ul> 0 points: Did not meet all criteria above |
|                                | Growth                 | 24          | Growth Goal(s)  | 8           | 8 points: Complete Attainment<br>6 points: High Attainment<br>4 points: Moderate Attainment<br>2 points: Minimal Attainment   |
|                                |                        |             | Median Student Growth Percentile <sup>2</sup>                 | 8           | 8 points: ≥59<br>6 points: 48-58<br>4 points: 37-47<br>2 points: 26-36<br>0 points: <26   |
|                                |                        |             | ELL Performance Level (AZELLA)                                | 8           | 8 points: ≥60% of ELL students showed progress across AZELLA performance levels<br>6 points: 36%-59%<br>4 points: 12%-35%<br>2 points: 1%-11%<br>0 points: <1%  |
|                                | Career & College Ready | 8           | Graduation Rate   | 4           | 4 points: 4 year graduation rate ≥75%<br>0 points: 4 year graduation rate <75%  |
|                                |                        |             | 10 <sup>th</sup> grade AIMS CCR Equivalent Score- Reading     | 2           | 2 points: ≥29% of students met AIMS CCR Equivalent Score- Reading<br>1 point: 9%-28%<br>0 points: <9%   |
|                                |                        |             | 10 <sup>th</sup> grade AIMS CCR Equivalent Score- Mathematics | 2           | 2 points: ≥9% of students met AIMS CCR Equivalent Score- Mathematics<br>1 point: 1%-8%<br>0 points: <1%   |

| Performance                 |                      |                      |             |   |
|-----------------------------|----------------------|----------------------|-------------|---|
| Performance                 | Leadership Standards |                      | Point Value | Functions   |
| 60 Points<br>(50% of total) | Standard 1           | Shared Vision        | 15          | a. Collaboratively develop/implement mission/goals<br>b. Collect/use data to assess effectiveness<br>c. Create/implement plans to achieve goals<br>d. Promote continued and sustainable improvement<br>e. Monitor, evaluate, revise plans   |
|                             | Standard 2           | Learning/Instruction | 15          | a. Culture of collaboration, trust, learning<br>b. Comprehensive, rigorous curriculum<br>c. Personalized, motivating environment for students<br>d. Supervise instruction<br>e. Accountability system/monitor progress<br>f. Develop instructional leadership and staff capacity<br>g. Maximize time for instruction<br>h. Promote use of technology<br>i. Monitor and evaluate instructional program |
|                             | Standard 3           | Management           | 10          | a. Monitor/evaluate the management and operations<br>b. Obtain, allocate, align resources<br>c. Protect welfare and safety of students and staff<br>d. Develop capacity for distributed leadership<br>e. Ensure teacher and organizational time is focused on instruction/learning  |
|                             | Standard 4           | Collaboration        | 10          | a. Collect data pertinent to the educational environment<br>b. Promote understanding and use of cultural, social and intellectual resources<br>c. Build and sustain positive relationships with families<br>d. Build and sustain positive relationships with community  |
|                             | Standard 5           | Professionalism      | 5           | a. Ensure system of accountability for every student's success<br>b. Model self-awareness, reflective practice, ethical behavior<br>c. Safeguard the values of democracy, equity and diversity<br>d. Consider moral and legal consequences of decisions<br>e. Promote social justice and student needs  |
|                             | Standard 6           | Education System     | 5           | a. Advocate for children, families and caregivers<br>b. Act to influence local state and national decisions<br>c. Assess, analyze, anticipate and adapt emerging trends   |

| Surveys                     |                              |             |  |
|-----------------------------|------------------------------|-------------|--|
| Survey                      | Survey Source                | Point Value | Point Determination  |
| 20 Points<br>(17% of total) | Student Survey               | 5           | 5 points: 79% of student survey mean scores were a 3 or above;<br>3 points: 55%-78% of student survey mean scores were a 3 or above<br>2 points: 31%-54% of student survey mean scores were a 3 or above<br>0 points: <31% of student survey mean scores were a 3 or above   |
|                             | Parent Survey (School level) | 7           | 7 points: ≥78% of the parent survey mean scores were a 3 or above<br>3 points: 41%-77% of parent survey mean scores were a 3 or above<br>0 points: <41% of parent survey mean scores were a 3 or above   |
|                             | Self-Review                  | 1           | 1 point: Principal completed self-review<br>0 points: Principal did not complete self-review   |
|                             | Teacher Survey               | 7           | 7 points: 53% of teacher survey mean scores were a 4 or above<br>6 points: 44%-52% of teacher survey mean scores were a 4 or above<br>5 points: 35%-43% of teacher survey mean scores were a 4 or above<br>4 points: 26%-34% of teacher survey mean scores were a 4 or above<br>3 points: 17%-25% of teacher survey mean scores were a 4 or above<br>2 points: 8%-16% of teacher survey mean scores were a 4 or above<br>0 points: <8% of teacher survey mean scores were a 4 or above |

| Summative Score of the Three Components |   |
|---|---|
| Point Value                             | Point Determination   |
| 120                                     | 120-108 points: Highly Effective<br>107-85 points: Effective<br>84-60 points: Developing<br><60 points: Ineffective |

Note: 1. The information being provided in the rating table is part of a principal evaluation system and has not yet been validated. ADE recommends that LEAs do not wholly rely on the information provided in these tables when designating summative principal classifications as part of the evaluation process, without piloting rating system first.